

## Denver Region

### Breakfast Meeting

Friday, March 8, 2013  
8:00 am - 10:00 am

**Location:**  
**Park Regency**  
**1875 Fall River Rd**  
**Loveland, CO 80538**

**Register Online**  
[www.calaonline.org/events](http://www.calaonline.org/events)

**Target Audience**  
Administrators, Owners,  
Human Resources & Finance Staff

**Cost**  
(includes continental breakfast)

	CALA Members	Non-Members
Denver: (Live meeting)	\$15.00	\$25.00
North (Simulcast)	\$10.00	\$20.00
South (Simulcast)	\$10.00	\$20.00

#### CALA Membership

Reduce your costs for this event (and other events) by joining CALA. We welcome any Senior Industry Professionals who provide services and products to or for Assisted Living Communities or their residents in Colorado. Get your name out there at our Regional Events, Lunch-n-Learns, and Chapter meetings. Ask about sponsorship opportunities! Contact Corky Kyle at 303-263-5422.

## Federal Department of Labor Audits

*Learn what auditors are looking for before you get audited, and how you can make sure your business is in compliance.*

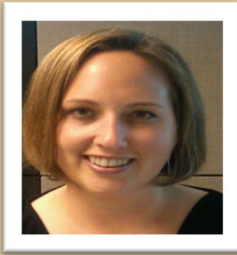
### Event Summary

The Fair Labor Standards Act (FLSA) has very specific requires for how employees are paid. Are you doing what is necessary to pay your employee's accordingly and also makes sure you are in complete compliance with the act?

Hear directly from a Federal Department of Labor director on what the law says and how it is applied. Some of what will be discussed includes:

1. The Fair Labor Standards Act (FLSA) minimum wage requirements such as, how much is it, who does it apply to, what is overtime, etc
2. What are recommended record keeping requirements
3. Sleep Time Credit
4. 8/80 Exemption
5. What are common mistakes around pre/post shift, lunch and break times, calculation of regular rate etc.
6. Why would an investigation happen in the first place?
7. What is the process of an investigation?
8. What are some examples of possible penalties

You will also hear from a CALA Provider Member community that has recently been audited and how they worked through the audit process and what lessons they learned.



**Amy DeBisschop,**  
**U.S. Department of**  
**Labor, Assistant**  
**District Director**

Amy DeBisschop started her career with the U. S. Department of Labor in the Moline, Illinois Field Office in 2001 as a Wage and Hour investigator. She became the assistant district director in Denver, CO in 2008. Ms. DeBisschop has extensive experience with the laws the Wage and Hour Division enforces, including the FLSA, FMLA, CCPA, MSPA, OSHA Field Sanitation, and government contracts. She is recognized as an expert in enforcement of the H-visa immigration programs.